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Agenda item 120

HUMAN RESOURCES MANAGEMENT

Draft decision submitted by the Rapporteur
following informal consultations

The General Assembly:

(a) Decides to defer consideration of item 120, entitled "Human resources management", and the reports submitted under that item, including the outstanding reports of the Joint Inspection Unit entitled "Inspection of the application of United Nations recruitment, placement and promotion policies (Part II, Placement and promotions)",[1] "Management-Staff Union relationships in the United Nations system" and "Comparison of methods of calculating equitable geographical distribution within the United Nations system"[2] to the first part of the resumed fifty-first session of the General Assembly, and to consider it as a priority item;

(b) Requests the Secretary-General, pending that consideration and on an interim basis:

(i) To review the need for the general recruitment freeze and to oversee and monitor all recruitments, appointments, placements and promotions through the Office of Human Resources Management of the Secretariat, taking into account the need to recruit from unrepresented and under-represented Member States and to achieve gender balance;

(ii) Not to expand arrangements that exist with regard to delegation of authority in recruitment, appointment, placement and promotion matters;

[1] A/51/656, annex.

[2] A/51/705, annex.

(iii) To limit short-time appointments against regular budget posts to temporary replacements in case of mission service and leave;

(iv) To limit exceptions from regular rules and procedures to the recruitment, appointment, placement and promotion of under-secretaries-general, assistant secretaries-general, special envoys at all levels and staff of the Executive Office of the Secretary-General;

(v) To continue not to convert fixed-term contracts into permanent contracts until the General Assembly has taken action on the respective report;

(vi) To report on all recruitment, appointment, placement and promotion activities after 1 November 1996 to the General Assembly at the first part of its resumed fifty-first session.